

## REGIONAL DEVELOPMENT MANAGER

### Applicant Information

#### **About us**

International Mixed Ability Sports (IMAS) is an award-winning not-for-profit organisation, who promote a radical change in the way we think of, join in, and enjoy sport, leading to a fairer and more equal society.



Mixed Ability was conceived to promote social inclusion and meaningful interaction between individuals and groups who would not necessarily share paths in their local communities. Over the past 10 years, the model has been adopted by more than 15 sports across more than 10 countries.

You can find more information about us on:

[www.mixedabilitysports.org](http://www.mixedabilitysports.org)

[IMAS YouTube Channel](#)

Or on our social media accounts:

Facebook: @MixedAbilitySports

Twitter: @IMAS\_Sport4All

Instagram: @imas\_sport4all



@IMAS\_sport4all

| [www.mixedabilitysports.org](http://www.mixedabilitysports.org)



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### **Sport England funding and your role**

For the next three years, IMAS will receive Sport England funding with the aim to grow the Mixed Ability Model across the North of England and lay the foundations for organisational sustainability.

This is an exciting opportunity for you to join the team and make a significant contribution to the future direction of our organisation, as well as to positively change the lives of many people.

We are seeking an experienced, passionate, and committed Regional Development Manager who can effectively assist interested coaches, clubs and NGBs in developing their Mixed Ability offer. You will have a key role in support key strategic partners, including County Sports Partnerships (CSPs), National Governing Bodies of sport (NGBs) and community sports clubs, enable IMAS partners to engage effectively with more disabled people and other groups who face barriers to participation in sport.

You can find the full Job Description and Job Specifications in **Annex1**.

### **Who we are looking for**

The successful candidate will have some relevant experience and understanding of working in the Sport, Disability or Community Development sector, with particular reference to social inclusion and barriers to participation. They will also have a track record of independently manage and successfully deliver sport/community-based programmes.

### **Why now?**

Many of the participants have experienced – or still, experience – exclusion, social isolation, and segregation daily because of their perceived diversity. Mixed Ability is their only asset, access to their physical, social, and mental wellbeing, a space of equality, rights and equal opportunities. It is, in short, a crucial part of their identity.

With the current and fast deteriorating situation created by COVID-19, we believe ‘physical distancing’ should not turn into ‘social isolation’. New



initiatives and projects are needed. Bold, innovative ideas to ensure so we keep promoting social inclusion and social cohesion.

### **The application process**

The closing date for applications is **12noon on Monday 13<sup>th</sup> of July 2020**, however we encourage early applications.

IMAS is committed to the principle of equality of opportunity for all in employment and service delivery. We take pride in our increasingly diverse participants, communities and all the cultural richness that diversity brings with it

We value the diversity of our employees, and aim to recruit a workforce which reflects our ethos.

Therefore, we welcome applications from all suitably qualified individuals, irrespective of age, disability, gender, race or ethnicity, religion or belief, sexual orientation, or other personal circumstances. We have guidance in place to ensure that all applicants are treated fairly and consistently at every stage of the recruitment process, including the consideration of reasonable adjustments for people who have a disability.

Interested candidates shall send their **CV** jointly with a **covering letter** or a **presentation video** (max 2 mins, WeTransfer files are accepted) to [contact@mixedabilitysports.org](mailto:contact@mixedabilitysports.org), with the reference: “**RDM Application**”.

General enquiries or requests for an informal conversation about the role can be made to the same email address.

Applications will be reviewed as received. After the closing date, shortlisted applicants will be invited to complete an online interview including a presentation.

We look forward to hearing from you!



## ANNEX 1

Job title	Regional Development Manager
Reporting to	IMAS Directors
Main purpose	<ol style="list-style-type: none"> <li>1. To facilitate the growth and expansion of Mixed Ability sports across the North of England as identified by IMAS.</li> <li>2. To develop a network of contacts and stakeholders to create opportunity for expansion across different sporting activities.</li> <li>3. To educate, support and advice coaches, clubs and NGBs with regard to Mixed Ability programmes.</li> <li>4. To support IMAS in the development of business growth strategies, as well as sale of products.</li> <li>5. To generate reporting and communication contents to promote Mixed Ability to a wider audience.</li> </ol>
Duties and Responsibilities	<ol style="list-style-type: none"> <li>1. Work closely with IMAS Directors to ensure vision and targets are met.</li> <li>2. Create and maintain a database of contacts, stakeholders, interested parties and others, liaising with Business Development Manager and Directors, to grow Mixed Ability.</li> <li>3. Make presentations to clubs, stakeholders and customers promoting Mixed Ability and achieve sales targets as directed.</li> <li>4. Engage with and support coaches, clubs and NGBs willing to establish a Mixed Ability offer.</li> <li>5. To attend events and conferences as appropriate.</li> <li>6. Deliver practical Mixed Ability sports sessions as required.</li> <li>7. To collect, collate and present monitoring information in line with the requirements of funders / partners. To ensure that information is collected around outputs, outcomes and social value.</li> <li>8. To generate communication contents for IMAS Comms strategy and social media accounts.</li> </ol>



Person Specification		
Job title: Regional Development Manager		
Criteria	E or D*	S or I**
<b>Knowledge and experience</b>		
Understanding and experience of working in the Sport and Disability sector, with particular reference to social inclusion and barriers to participation	E	S/I
Understanding how to engage with Public and Private sector organisations, Sport National Governing Bodies, Sports Clubs and Community and County Sport Partnerships	E	S/I
Understanding of the Mixed Ability Model– (full understanding post appointment)	E	S/I
Understanding of community sports club management and sustainability	E	S/I
Experience of delivering community-based training and learning	E	S/I
Experience of working in non-sports settings to deliver sporting activity	D	S/I
Understanding of the Social Model of disability	D	S/I
Up to date training on safeguarding	D	s/I
<b>Skills and attributes</b>		
Ability to develop and maintain successful networks of contacts and stakeholders	E	S
Proven problem solving, teamwork and decision-making skills	E	S
Self-starter who shows initiative and takes personal responsibility for completing tasks	E	S
Inspires trust and has credibility when talking to potential and existing partners	E	S
Excellent communication (written and verbal) and IT and social media skills	E	S/I
Able to show commitment to/passion for the Mixed Ability vision	E	I
Shows confidence when talking to a variety of people	E	I
Ability to work independently and use own initiative to address unexpected situations	E	S/I
Good time management and organizational skills, with excellent attention to detail	E	S
Creative, adaptable and dedicated	E	S/I
<b>Qualifications</b>		
Educated to degree level, with sport, education or voluntary & community sector experience	D	S/I
Sports coaching or teaching qualification	D	I
Full clean driving licence	E	I
<b>Circumstances</b>		
<p>This post is based at home with regular visits to our Head Office in Bradford.</p> <p>Post will require travel across the North of England.</p> <p>The post is 2-year fixed term contract with a potential extension to a 3<sup>rd</sup> year subject to funding.</p> <p>All contracts are subject to a six-month probationary period and clear enhanced DBS checks.</p> <p>Salary based on skills and experience will be £24,174 pro rata with 28 days holiday including 8 bank holidays.</p> <p>Flexible working hours are available for this post.</p> <p>There is an occasional requirement for evening / weekend work.</p>		



**\*E = essential criteria    D = desirable criteria    \*\*S = short listing criteria    I = interview criteria**



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